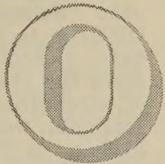


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# OPEDA Newsletter

## ORGANIZATION OF PROFESSIONAL EMPLOYEES OF THE U. S. DEPARTMENT OF AGRICULTURE

Organized in 1929

JUNE 1954

Vol. 6, No. 2

### Dutton Leaves for Africa; Mahurin to Pinch Hit

Walt Dutton, who has served so well as our Executive Officer for four months, left June 6 for Africa. This assignment with the British Government has been pending for several months. We shall miss him!

Fortunately for OPEDA, Les Mahurin has returned from Florida and will help us in an Executive Officer capacity, as needed, until Fall. We are delighted that Les is back.

During the interim, this Newsletter had to be made up. We are indebted to Miss Dorothy Martin, Forest Service, and Mrs. Lila Meyer, OPEDA Staff Secretary, for laying out and editing this issue.

—Chris Henderson

### Administrative Assistant Secretary R. S. Roberts Addresses OPEDA

Administrative Assistant Secretary Ralph S. Roberts urged OPEDANS to maintain and cherish the ideals of the charter members of the organization at OPEDA's regular monthly luncheon meeting May 11, at Beltsville.

"OPEDA has just celebrated its 25th Anniversary," he said. "Those years have seen progressive accomplishment under leadership imbued with the concept that this organization was a professional one having a bond of mutual interest transcending that of employee organizations whose primary concern has been improvement in employee benefits. I hope you keep it so. Nothing could hurt OPEDA's cause more than to permit it to become identified as a pressure or lobbying group."

In his speech Mr. Roberts described the relationship of his office to the agencies of the Department. He quoted the Hoover Commission report which described the purpose of the office as ". . . administrative duties of a housekeeping and management nature . . . and [to] give continuity to top management."

He also discussed some of the present problems in the Department.

### OPEDA HOLDS 25th ANNIVERSARY BANQUET

A quarter of a century of service was celebrated by members of OPEDA at their 25th Anniversary Banquet, April 23, in the fourth-wing cafeteria. Congressman Clifford R. Hope, chairman of the House Agriculture Committee, was the principal speaker. He was introduced by Under Secretary True D. Morse.

President C. O. Henderson introduced Mr. C. E. Burkhead, chairman of the Banquet Committee, and other individual committee chairmen responsible for the 25th Anniversary celebration. He called particular attention to the newly adopted monad insignia and thanked L. F. Kneipp for his assistance with it, Mr. Bert Robinson for the work on posters done by his Exhibits Committee, and Mr. J. L. Robinson for the work of his committee on the anniversary issue of the Newsletter.

Charter members of OPEDA who were introduced were, Rodger Kauf-

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### Congressman Hope Addresses OPEDA

"The life of OPEDA roughly parallels my career in Congress since 1927," Congressman Hope told members of OPEDA at their 25th Anniversary Banquet, April 23. He recounted that "those who were in Washington in 1927 or in 1929, when OPEDA was organized, cannot but be impressed with the great changes which have taken place since that time." He pointed out that "the simplicity of Government in Washington when I first came here was illustrated by the fact that any constituent who had a letter of introduction from his Congressman could drop in at the White House and shake hands with President Calvin Coolidge between 12 and 1 o'clock any week-day and probably have a social conversation as well. That may be no greater in the way of contrast," he added "than the fact that the Department of Agriculture was then housed in two lonesome-looking buildings which now constitute the wings of the Administration Building."

He reviewed agricultural problems during the depression, in the 30's, and the war years of the 40's. He noted that "the end of the war did not bring

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### Under Secretary Morse Introduces Cong. Hope

Under Secretary True D. Morse while introducing Congressman Hope at the Anniversary Banquet congratulated OPEDA on its 25 years of constructive service in the professional field.

Mr. Morse spent 26 years in a business organization in which employees who carried the principal load were professional people, so he said he has some appreciation and a very high regard for what the word "professional" means—and beyond that a much higher regard for the people in the professions who really live up to the codes of ethics and the high standards called for. Mr. Morse said he deeply appreciates being here in Washington in this great USDA. He paid special tribute to the devotion to duty of the people here in Department who are devoting their lives to public service, adding that he wished everyone in agriculture might have the privilege that he is having here in Washington.

### Who's What in OPEDA

#### OFFICERS AND EXECUTIVE COMMITTEE—1954-1955

President: C. O. Henderson, PRES  
Vice President: E. L. LeClerc, ARS  
Secretary-Treasurer: Thelma Dreis,  
ARS

Executive Committee: C. E. Burkhead,  
AMS; C. W. Mattison, FS; Ruth  
O'Brien, ARS; B. A. Porter, ARS;  
T. R. Reid, GS; H. C. Trelogan,  
AMS. (Continued on page 6)

### No OPEDA Luncheons During July and August

We expect to resume them in September. All in Washington area will continue to be notified in advance. We have plans for more interesting programs when the new season starts and are looking forward to this continued fellowship.

## The Economic Legislative Front

*Pay Bill.* The pay situation is fluid. OPEDA has consistently supported the provisions in H. R. 8093, introduced by Representative Ed Rees (R. of Kans.). This is the administration-backed bill revising the classification act. The bill recognizes the present inequities of salaries in the upper brackets and seeks to remedy them—although not as generously as we would like. The House Committee on Post Office and Civil Service has held extensive hearings on the postal and classified civil service pay bills. At the present writing, most of the committee discussions are taking place in executive session. Prospects for passage of H. R. 8093, except as a compromise, appear remote. A stop-gap bill carrying a flat increase of a much lesser amount than provided in this bill for GS-5 and up is now considered more likely to pass.

*Whitten Rider.* OPEDA appeared before the Senate Committee on PO & CS on Feb. 24 and supported all provisions of the so-called "fringe benefits" bill (S. 2665) introduced by Senator Frank Carlson (R. of Kans.). This "fringe benefit" bill passed the Senate on April 28 and includes repeal of the Whitten Rider. In a recent session of the House Committee on PO & CS, Representative Whitten spoke in favor of the retention of his rider and apparently convinced the committee that this provision should be retained. Mr. Whitten's contention is that the Civil Service Commission is now in a position to make 265,000 permanent appointments in order to bring permanent positions up to the level of September 1950. The rider will be further discussed by Senate and House conferees, who will largely decide the final action to be taken.

In the event the rider is repealed, the Civil Service Commission has a conversion program in readiness. This would in most cases affect OPEDA members favorably. Career employees who have been promoted to higher grades under permanent indefinite appointments would automatically acquire permanent appointments at their present grade. So would those who have been appointed as a result of Civil Service examinations and have 3 years' service. New employees appointed from a Civil Service eligible list would be required to have 3 years' service before acquiring permanent status. It is understood the Defense Department, with its thousands of temporary indefinite employees, is urging a 5- instead of a 3-year service period.

*Retirement.* OPEDA was invited to have a representative present when the Kaplan Committee's report of May 20 was released. Mr. Kaplan gave the highlights of the report to the representatives of the Federal employees' organizations present in his office. Among the recommendations are that new Federal employees be carried under Social Security retirement benefits for the first 3 years of their employment, these 3 years to be purchasable under Civil Service

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## Federal Employee Group Life Insurance Program

President Eisenhower asked Congress to authorize a group life insurance program for civilian employees of the Government. In accordance with this request Senator Frank Carlson, R-Kansas, introduced such a bill (S. 3507). It is understood that a similar bill is to be introduced in the house.

• Senator Carlson's bill provides that all employees will automatically be covered by the program, once it is enacted into law. Employees who do not wish to participate will have the right to withdraw from the program within 31 days after the program becomes law. New employees could choose whether or not they would participate. The insurance available to any employee would be an amount equal to the next \$1,000 above his annual salary. There is a double indemnity provision in case of accidental death. No employee would be required to pass a physical examination to qualify for the original coverage.

The insurance becomes payable upon death of the employee. Payments would be made in this order of preference: Designated Beneficiary, widow or widower, children, parents, estate or next of kin.

• Employees would pay a maximum of 25 cents for each of the 26 pay periods for each \$1,000 of insurance coverage. The government would pay 12½ cents every two weeks as its share. The government's share would come from the appropriations of individual agencies and it is estimated to cost \$22.7 million annually. Premium payments would be made through payroll deductions.

The insurance would be of the modified "term" type. The insurance would terminate immediately for most employees separated from the Federal service after less than 15 years of service as well as for those who have more than 15 years service who are separated that are not eligible for immediate Civil Service retirement annuity. However, it would not terminate for employees with more than 15 years who were eligible for an immediate retirement annuity. Instead, it would continue on a free coverage basis, but with a reduction of 2 percent a month in the amount of the insurance, starting when the employee reached 65, or one year after he first was covered whichever was later. In no case would the total reduction exceed 75 percent of the original amount of the insurance.

Employees over 65 who continue in government will continue to contribute to the fund until they retire or die. Their insurance policies will also decrease by 2 percent a month after 65 until a 25 percent value of their original policies remain. Those employees who resign or are separated with less than 15 years service will have the privilege of converting to a straight life policy without having to take medical examination.

The insurance will be written by private insurance firms. Each com-

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## Graduate School Program

Director T. Roy Reid of the Graduate School, USDA, is inviting OPEDA to take a look at the Graduate School program, particularly from the standpoint of possible ways of strengthening its services to professional workers. If you have any ideas as to things the Graduate School might do to make an even larger contribution to the professional growth of USDA employees, please pass them on to the chairman of our professional committee, Meredith C. Wilson, Federal Extension Service, Room 6421-S, Telephone 4201, U. S. Dept. of Agriculture, Washington, D. C.—Professional Committee.

## OPEDA's Experts Answer Some Timely Questions

A panel of OPEDA's experts answered questions at the regular monthly luncheon meeting April 20. Chris Henderson, acting as panel chairman, was assisted by Ralph Sherman, chairman, Economic Committee; Meredith Wilson, chairman, Professional Committee; Ken Wright, chairman, Public Service Committee; and Walt Dutton, Executive Officer and Kibitzer. Some questions and answers follow:

• Is the annual leave law likely to be revised?

Mr. Sherman said there are at least four bills on that subject, most of which will restore the up-to-90-day accumulation. He doubts that it will pass Congress because it may not be backed by the Administration.

• Why do we need OPEDA in view of the numerous other professional societies—i.e. in Economics, Soils and Forestry?

Mr. Dutton replied OPEDA serves the professional groups in a way not now covered by any other organization of government employees.

Mr. Sherman added that he knows of no group such as this one. He believes all others are working for people in the lower grades, and other professional organizations do not take stands on things the way OPEDA does.

• Why is OPEDA supporting a graduated pay raise instead of the flat increase?

Mr. Sherman replied the graduated pay raise would take care of an existing inequity. Those in the lower groups already have an equivalent buying range to what they had in the base period.

• Is recruitment in the higher grades more difficult today than at any time in the history of the Government, and are salary scales part of the answer?

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## Is Your Mail Address Correct?

With the great many changes that occur currently in personnel of the Department it is extremely difficult to keep an up-to-date mailing list of OPEDA members. When your permanent address changes or an error in your address, as shown on OPEDA mail, comes to your attention, please notify the OPEDA staff office of the correction that should be made.

## OUR READERS WRITE

### WHY NOT EXPAND OPEDA TO OTHER DEPARTMENTS?

Thank you for your letter. I am pleased to learn that I am still eligible for membership even though I no longer am in the employ of the Department of Agriculture. It would certainly be fine if our organization could be made to include all of the other Government employees in other agencies. It is much needed I am sure. It could be called "Organization of Professional Employees of the Government" or something similar. It could easily expand its activity by a slight increase in dues and include in a monthly organ a summary of Jerry Kluttz's paper. I think Kluttz would consider such a proposition.

—Milton E. Ryberg, GSA.

### PRAISE FOR ROY MILLER'S ARTICLE

That statement, "OPEDA's First Twenty-five Years," appearing in the March issue of OPEDA, is tops. I just wish that all employees, whether members of OPEDA or not, could read your message—Werner P. Meyer, ARS



### NEWSLETTER'S "NEW LOOK"

Many are the compliments that have reached our ears and we are hoping that you, too, thought it was an improvement. Largely responsible for the new design of the masthead are Elmo J. White, Inf., and Edwin C. Hamilton, FS, to whom we express our sincere thanks.

## Dr. Hilbert Reports on Special Training Course

Dr. G. E. Hilbert, Director of Utilization Research, ARS, is one of the 11 top Federal officials who received the Rockefeller Award for special study last year, and as a leader in the fields of chemistry and management.

At the OPEDA luncheon meeting January 19, 1954, Dr. Hilbert said that during the past hundred years there have been tremendous advances in the physical sciences. In contrast, in the field of social sciences—human relations, management, and administration—the progress has been painfully slow. Witness the several wars during our lifetimes. Formal training in public administration and in business administration did not get underway in this country until the early part of this century. For example, the Harvard Business School was established in 1914. Progress at schools such as this has been rather slow. However, in the past 15 years there has been an increasing interest in the fields of administration and management, for these three reasons: 1. Conflicts between management and employees. 2. Rapid expansion in our technological industries—automotive, chemical, etc.—served by engineers, physicists and chemists. 3. In World War II calling into service, into strategic industries, and into Government a large number of managers and top executives.

As a result, the Government urged the Harvard Business School to create a concentrated course in advanced management. This course became so popular that in ten years or so more than 10,000 men have taken it. The following is a brief account of Dr. Hilbert's experience in taking the course:

### Method of Instruction

All of us are familiar with the method in which the professor or teacher does most of the talking and the student must absorb that information. That used at the HBS was the so-called case method in which the problem was written out, all details and facts were presented, and

the students had to figure out what the problem was, what should be done about it, who should do it, etc.

### Background of Students

Forty percent of the men taking the course with me had had only high school training, and, to avoid embarrassment, badges were worn using only first or nicknames.

### Variation in Viewpoints

It was a rather unique experience to be associated with 160 administrators and executives from entirely different fields—sales, purchasing, etc. It was interesting to note their viewpoints. If a case dealt with a personnel problem, I was surprised at the large number of solutions offered—usually it seemed to me there might be 2 or 3, but the number offered frequently was as high as 15. I was impressed with the need for tolerance of the viewpoints of others.

It was relatively easy to determine from the comments that were made whether the individual was a line or staff officer. There seems to be a continual clash between line and staff operators in industry.

I was also impressed with the resistance to change by many of the officials present. I had not expected this in a group of high powered administrators.

Discussion generally was philosophical, unbiased, and unemotional. I sometimes had the feeling that we were on top of Mount Olympus looking down at a particular problem. I wondered if the individual who suggested a solution would actually follow through on the proposed solution if he were emotionally involved in the problem himself.

### Six Courses

The 6 courses were as follows: Administrative Practices, Labor Relations, Business Policy, Marketing, Cost and Financing, Business and the Nation. These are the areas in which

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## SIX WEEKS DOWN UNDER

### WITH KEN GAPEN, OFFICE OF INFORMATION

During his 6-week assignment in Australia, Ken Gapen told OPEDANS at the luncheon meeting March 16, he worked without blueprint. It soon was apparent the Australians knew what they wanted: a check into their rural broadcasting which is patterned after the American type of farm broadcasting and a study of their agricultural extension work.

- By actual count he talked business with over 230 people while there, all of whom were wonderful to him, he said. He also had 49 press, radio and magazine interviews.

### Comparisons with this Country.

The Australian climate is about the same or slightly milder than ours, but there are no central heating systems in offices or homes—only electric heaters or fireplaces.

Their standards of living are good, but the people are not as comfort and gadget minded as we are. Their homes are much like ours, and those on farms live very well.

High cost items include second-hand and new cars which can be bought at 150-200 percent of their cost in this country. Gasoline is about the same price. Their minimum wage for industry is only a little less than ours—about 3 or 4 cents. More of our people, however, are making salaries above the minimum wage. We also have more variation from low to high salaries than they have.

Mr. Gapen said their butter is the best he ever tasted. No grain is fed to the livestock. The sheep and cattle are fed entirely on pasture or on silage or hay made from pasture, and the sheep and cattle are grazed together.

Mr. Gapen found the Australians greatly interested in our treatment of Negroes, in Senator Joe McCarthy and in our handling of the Communist problem.

### Their Problems

Agriculturally speaking the Australians have made good progress.

There is great need for training in home economics in Australia. There are only two home economists and they are in agricultural information work. Also there is a shortage of persons being trained in agriculture as those who have spent their lives living on the land do not want to take college or university training.

One of the chief personnel problems is low salaries. People doing work comparable to that of our GS-11's receive about \$2,200 annually. Advancement may depend almost entirely on training. If a man does well in the field, he may be left there.

Mr. Gapen's problem was recommending ways to improve their Extension set-up. He didn't want to wreck his welcome by suggesting they pattern it after ours which he believes is the best in the world. He just let them ask questions and by his answers tried to steer them in the right direction. He was there to discuss their problems, not tell them "How we do it in America."

# HIGHLIGHTS OF MAY MEETING

## OPEDA Units Adjusted to Reorganized Department at the Council Meeting, May 6

Bennett Porter, ARS, chairman; Ralph Stauber, AMS, and Leon Kneipp, retired, formerly OPEDA's Executive Officer, after careful study of the situation posed by the reorganization of the Department, made these recommendations:

1. OPEDA units should be made up as follows:

Departmental Administration, to include:

Hearing Examiners  
Information  
Library  
Office of Budget and Finance  
Office of Personnel  
Secretary's Office  
Solicitor's Office

Agricultural Conservation Program Service

Agricultural Research Service  
Farmers Cooperative Service

Federal Extension Service

Forest Service

Soil Conservation Service

Agricultural Marketing Service

Commodity Exchange Authority

Foreign Agricultural Service

Commodity Stabilization Service

Federal Crop Insurance Corp.

Farmers Home Admin.

Rural Electrification Admin.

Farm Credit Admin. (outside USDA)

Food & Drug Admin. (outside USDA)

2. All these units are now adequately represented on the Council except the two given below with Council representatives chosen by the Executive Committee:

Commodity Stabilization Service—C. B. Ingram, Voting Member; C. E. Wylie, Alternate

Farmers Cooperative Service  
—J. Kenneth Samuels, Voting Member; Martin A. Abrahamsen, Alternate

3. All 1954 Council members plus the four given above will continue to serve for the remainder of 1954. The new elections in December will be on the basis of the new units.

4. 1955 Councilmen will be elected in December to represent the new units on this basis:

1 Voting Councilman and 1 Alternate for the first 10 members;

2 Voting Councilmen for units of 50 members;

3 Voting Councilmen for units with 100 members;

1 additional Voting Councilman for each additional 100 members and 1 additional Alternate

Councilman for each additional Voting Councilman

The Committee's recommendations were adopted and the Constitution amended to permit the new plan to become operative in 1955.

### Standing Committee Reports

Essential parts of the Economic Committee reports are included in the Report on Legislation, by Ralph Sherman, chairman.

M. C. Wilson, chairman, Professional Committee, reported that his Committee was keeping a close watch on possible changes in the RIF procedure. Also they tentatively plan to set up two 25th anniversary posters as an exhibit at the coming National Conference on Citizenship in September.

R. G. Schmitt reported that the Public Service Committee was studying the following:

1. What OPEDA can do to help specialists in the Department retain their professional status in their chosen field since they have been so intermingled among other employees as a result of the recent reorganization.
2. Items suggested for consideration by members, reported in the OPEDA Newsletter of March 1952 by the committee on Working Criteria which the Public Service Committee replaces.
3. Senate Bill 3114 and H. R. 8356, to Improve the Public Health by Encouraging More Extensive Use of the Voluntary Prepayment Method in the Provision of Personal Health Services which is scheduled for discussion at the committee's next Meeting.

### Three New Committees Appointed

A committee to consider shortening the name of Organization of Profes-

sional Employees of the Department of Agriculture authorized at the suggestion of Lance Hooks, AMS, chairman of the Publicity Committee includes:

Charles A. Logan, ARS, chairman  
Marden D. Kimball, CSS  
Oscar R. LeBeau, FCS  
James E. Lee, FHA  
Glenn K. Rule, SCS

A committee to redo the Fact Sheet to give it more appeal also authorized at Mr. Hook's recommendation includes:

Robert S. Broderick, REA, chairman  
Carl B. Barnes, OP  
W. Gifford Hoag, FCA  
Mrs. Dena Kuttner, HN  
Sam H. Neel, B&F  
Melvin G. Reed, Inf.

The third committee to consolidate into one document OPEDA's Constitution and By Laws includes:

Harry Irion, FS, retired, chairman  
Rodger Kaufman, CEA  
Mrs. Louise Krueger, B&F  
Thomas J. Kuzelka, AMS  
D. A. Spencer, ARS

### Report of 25th Anniversary Committee

Clyde Clark, AMS, as chairman, reported the insigne was suggested by L. F. Kneipp, retired; the posters, made under the direction of the committee headed by Bert Robinson, SCS, were designed by Fulton Want, FCA; and 100 copies have been made and placed on bulletin boards here and in SCS offices. C. E. Burkhead reported the banquet was attended by about 210 persons.

### Financial Statement as of March 31, 1954

Cash in bank, Dec. 31, 1953	\$3,478.95
Receipts for 1st qtr. (Jan., Feb., Mar.)	
Membership dues for year 1954	\$1,296.00
Membership dues for year 1955	12.00
Contributions	2.00
Total cash and receipts	\$4,788.95
Disbursements for 1st qtr.	
Salaries, gross	\$1,029.38
Less withh. tax \$140.40	
Less S.S. 41.16	181.56
	\$847.72
Printing & mimeographing	325.06
Addressograph service	63.35
Postage	27.66
Office supplies	26.17
Telephone service	7.17
S.S. and withh. tax expense	20.58
Misc.	25.75
	1,343.56
Cash in bank, March 31, 1954	\$3,445.39

Respectfully submitted,  
LILA W. MEYER, OPEDA Staff Secretary.

## Experts—(From page 2)

Mr. Henderson replied that professional people are more insolvent today than ever before and that Mr. Stauber has some comparative salary figures for government and industry which indicate that those in industry progress at a much faster rate.

### • What is the plan for recruiting membership from the field?

Mr. Dutton said several of the Council groups have under way a plan for contacting all potential candidates; others are preparing recruiting campaigns both in Washington and the field. (The OPEDA office will process any such material on receipt.)

### • Is anything being done about securing increased annuities for retired members?

Mr. Sherman replied that there are many bills proposing such increases, but that action on them by Congress is apparently awaiting the Kaplan Committee's report.

### • Has there been a proposal to increase annuities on the basis of cost of living rises?

Mr. Stauber said the idea of escalation of wages on cost of living has not really become integrated thoroughly in government, but has been integrated into our industrial economy through the influence of employee groups. The idea in government and professional fields has been only nibbled at.

### • Is it politically expedient to join a union? This is a question commonly confronting those promoting membership.

Mr. Dutton suggests that Secretary Benson's letter on the front page of the March NEWSLETTER is a good answer.

## What's a Professional Organization?

Too often employees think of OPEDA as an organization exclusively for scientists or for people that have jobs that fall under the following dictionary definition of profession: "The three professions, or learned professions, are, esp., theology, law, and medicine." Our founding fathers hardly intended to rule about everybody in Agriculture out of OPEDA with that definition.

As membership qualifications have been written into the Constitution of OPEDA, they cover all "personnal of the Department of Agriculture of General Schedule grade 5 and above," and have been amended to include grade 4 employees who are employed on scientific or subprofessional work for the Department of Agriculture. OPEDA's lack of encouragement of employees in lower grades to become members is not a matter of whether they are professional employees but because employees in those grades would not usually find satisfaction in the objectives and programs of OPEDA.

It would be helpful in obtaining new members if members of OPEDA would dispel at every opportunity any misunderstanding that may be found to exist among fellow employees as to the basic reasons for OPEDA membership qualifications.—*L. T. Mahurin*.

## Congressman Hope—(From page 1)

an end to the need for stepped up agricultural production. The fact is, this expansion has kept up until almost the present moment and in 1952 our total agricultural production was 45 percent above pre-war, and almost until the present time we have needed this extra production. Food helped win the shooting war and certainly, at least, helped us hold our own in the cold war that has raged since. When the books for this period of history are audited, it will be found that the food and other farm products produced by American farmers did more to stop the advance of Communism than any other factor, perhaps more than all other factors."

He described the tour of the House Committee on Agriculture last fall when the committee traveled about 20,000 miles in 23 states to discuss farm problems with farmers.

• "The fact that our agriculture has so increased its productivity as time has gone by has made tremendous changes in the lives of our people," he told the group. "Since it now takes only 15 percent of our people to produce all the food and fiber needed by themselves and all the rest of us, with some left over for export, the 85 percent of our people has been freed to engage in other productive activities. They can produce the things that we like to say make up our American standard of living: our automobiles, our radios and television sets, our heating and cooling systems, and all the other automatic gadgets we have in our homes. It has left large numbers of people free to carry

on our religious activities, our educational institutions and our multitudinous governmental services at national, state and local levels."

In discussing our agricultural problems, he said, "It seems to me that the over-all long-range problem is how to manage our agricultural resources in such a way that we can continue to furnish an ample supply of nourishing food to our rapidly increasing population.

"Now with our population increasing at the rate of one and one-half percent per year, and our quantity of agricultural land remaining stationary, it can be seen that if our present standards of living are to be continued we will have to increase the production of our existing cultivated land by 1½ percent per year. Of course, this does not take into account exports or imports.

"But our immediate problem is a matter of surpluses rather than shortages," he said, "or rather it's the problem of managing our surpluses in such a way as to make them a benefit rather than a curse to agricultural producers and to the nation as a whole. Unfortunately we have not yet learned how to handle even a small agricultural surplus in such a way that it will not affect prices far beyond the natural price effect of the increased quantity. This is largely because there is no way of segregating the surplus of an agricultural commodity from that part for which there is a demand in the normal channels of trade. The result is that the prices

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## Two Membership Records Established

Eight applications for OPEDA memberships have been sent in by H. B. Martin of the SCS office in Alexandria, La. W. C. Owens of AMS in Menlo Park, Calif., has recruited five new members. Welcome.

## Banquet—(From page 1)

man, Miss Ruth O'Brien, Miss Gertrude L. Warren, and M. C. Wilson. Dr. Mark Woods was introduced as a special guest—the son of the late A. F. Woods, first president of OPEDA. George Reed, Jr., clerk of the House Committee on Agriculture, and Mrs. Reed also were present.

W. L. Dutton, Executive Officer of OPEDA, in summarizing the objectives of the organization over the years, said OPEDA was organized to provide a forum for discussion and a medium through which the professional worker could present his views to department officials, to members of Congress, and to any other appropriate organization. Membership in OPEDA and all activities in support of its objectives are strictly in accordance with laws, Civil Service regulations, and Department policies.

Entertainment was provided by a group of students from the University of Maryland, and Mr. B. R. Stauber, accompanied at the piano by Mrs. Alice Campbell, led group singing.

## Who's What in OPEDA—(From page 1)

### STANDING COMMITTEES

Our Standing Committees will continue as listed below:

#### Economic Committee

Functions: Matters relating primarily to the economic well-being of professional employees; such as,

Pay Scales	Retirement
Travel Allowances	Disability
Annual and Sick Leave	Taxation
Overtime Work	

Members: Ralph W. Sherman, Chairman, ARS

Milton Bryan, FS

Maurice Cooper, AMS

Patrick E. O'Donnell, AMS

James L. Robinson, Ext. Formerly with FCA

Luke M. Schruben, Ext.

#### Professional Committee

Functions: Matters relating primarily to the individuals' responsibilities as public employees; such as,

Professional standards and ethics	Educational growth
Performance ratings and standards	Rotation of assignments
Professional recognition	Job classification

Promotions and demotions

Teamwork

Members: Meredith C. Wilson, Chairman, Ext.

Emory D. Burgess, ARS

D. A. Currie, CEA

Kenneth M. Gopen, Inf.

Cannon C. Hearne, FAS

Harold C. Knoblauch, OES

C. K. Morrison, CSS

Ruth O'Brien, ARS

C. H. Pals, ARS

John T. Presley, ARS

Walter Schipull, FS

B. Ralph Stauber, AMS

John G. Sutton, SCS

M. E. Yount, ARS

#### Public Service Committee

Functions: Matters relating to management problems which affect the employee's accomplishments; such as,

Adequate aides or assistants

Leadership, direction, and supervision

Working tools and facilities

Effective and economical use of personnel

Program objectives

Clarity of instructions

Working hours

Physical welfare (including health and safety)

Understandable technical information for public use

Recognition of public needs in plans and programs

Avoidance of duplication, overlapping, and conflicting effort

Members: L. Kenneth Wright, Chairman, AMS

Erwin R. Draheim, Pers

Max K. Hinds, Ext.

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"Do not suffer your good nature when application is made to say 'yes' when you should say 'no.' Remember that it is a public, not a private cause that is to be injured or benefited by your choice."—George Washington.

## Economic—(From page 2)

Retirement upon deposit of the required funds; that instead of the present 6% deduction for CSR, 3½% of the first \$4,200 and 6% of the remainder be deducted for this system and an additional 2% of the first \$4,200 be deducted for SS; that no change be made in the present CSR system benefits or formula for computing annuities; that a retiree upon reaching 65 years of age have his CSR annuity reduced by ½ percent of the first \$5,000 of the high-5-year average times the years of creditable service (there is an alternate formula for those whose 5-year average is less than \$3,200), and at the same time begin to receive SS retirement benefits, which, it is stated, would have the effect of increasing the annuity an average of 8%; that the wife or dependent husband of a retired employee could qualify for an additional SS benefit at age 65; and that the existing widow's annuity under CSR (50% of the earned retirement benefit) would be payable immediately, regardless of age of the widow, rather than at age 50 as now provided when no minor children survive. Ten years' service would be required before an employee would be eligible for a deferred retirement annuity, instead of 5 years as now required.

#### Federal Retirement Credit for Certain State Cooperative Employment.

Support of legislation to allow Federal retirement credit for certain cooperative State employment is now coordinated by a separate Advisory Committee of Federal Employees in the Washington Area concentrating on this particular objective. This committee has procured the services of Mr. Dillard B. Lasseter, formerly Administrator of Farmers Home Administration to promote this legislation. The committee has also canvassed Department employees who might be affected by such legislation. In our Executive Secretary's appearance before the Senate PO & CS Committee on February 24 and before the House PO & CS Committee on April 30, he advocated that legislation on this subject (H. R. 1553 by Rep. Harvey and H. R. 521 by Rep. Marshall) be included as amendments to S. 2665 and H. R. 8093. S. 2665 was reported out by the committee without amendment. H. R. 8093 is still under consideration in the latter committee. Passage of any new retirement legislation is not anticipated at this session of Congress.—Ralph W. Sherman, chairman, Economic Committee.

## OPEDA

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## The Code of Ethics of OPEDA

### BASIC OBLIGATIONS

#### TO THE AMERICAN PEOPLE:

Courteous, efficient, and impartial service.

#### TO OUR GOVERNMENT:

Loyalty, faith, and full measure of devoted service.

#### TO OUR ASSOCIATES:

Courtesy, fairness, freedom of expression, moral support, opportunity, and recognition.

### Dr. Hilbert—(From page 3)

industry feels its administrators and executives should be better trained. The courses dealt with a wide variety of personnel problems, including the coffee hour, to which no solution was found; the stenographic pools where all the stenographers were taken away from the division managers and put into a central pool; and the highly controversial issue of central files.

### Administrative Practices

With respect to some over-all observations on administrative practices, these thoughts came out: Apparently personnel problems in general arise because some phase of an employee's security is threatened. The solution may be neither black nor white, but some shade of gray, and it may be necessary to get a compromise. Many personnel problems come through flaws in communications, lack of frequent staff meetings, etc. Top notch supervisors who really understand people rarely have personnel problems. Also, supervisors should supervise and should not concern themselves with details of work. In the matter of staff and line relations, it seems that staff people have to go to greater length in cooperation than the line people. The staff people do not have the authority but they are still required to get results.

### Labor Industry Relations

The field of labor relations actually is just a special phase of administrative practices. Instead of dealing with the problems of an individual, one is concerned with the problems of the whole force of employees and representatives of unions who are pitted against management. Some of the problems that came up were typical of those that came up in Administrative Practices.

Some labor union representatives took this course. Eight sat in during our discussions. At times of course the atmosphere got very tense and they did not pull any punches.

In the past several years industry has become very much interested in the fields of job description and job evaluation. Controversies have developed between unions and companies as to whether or not an employee isn't actually doing higher grade work than that for which he is paid. To reduce the frequency of this type of difficulty industry is going to great lengths to define the jobs and evaluate them properly. Employees and unions

have been looking suspiciously at these job evaluations.

The professor who gave this course was asked to become a consultant with a company employing 200 persons. He found in evaluating those jobs that practically every employee felt his was very important and that he was not getting enough money—that the other fellow was getting more money than he should be getting. For example, the watchman felt he had the most responsible position in the plant because if it burned down the losses would run into millions of dollars; others felt the watchman's job was not very important.

In the past 10 to 20 years the labor unions have been concentrating on wage increases, retirement pay, as well as fringe benefits such as holidays and vacations with pay, etc. Apparently the next big push will be toward a guaranteed annual wage.

### Business Policy

In the field of business policy two subjects were discussed—business policy (or the policies of top management) and executive development. In connection with the latter, various approaches were considered, such as rotation within a function, rotation among functions, etc. The latter gives an employee a broad knowledge of the company.

The subject of psychological testing was considered quite thoroughly; it is being used more and more in the selection of employees and administrators. Also, the subject of efficiency or development ratings received a great deal of attention. As far as I could determine, the Government's system is by far the simplest of all those considered. Those of some companies consisted of as many as 12 pages, on which at least 200 questions had to be answered.

The matter of executive compensation received a great deal of study. It developed that industry is quite concerned by the tax bite being made by Uncle Sam.

### Cost and Finance

I felt our study of cost and finance was extremely useful. It was brought out that this is a means of maintaining control and that financial figures should be used in making decisions. A great deal of time was devoted to assets and liabilities and to what were expendable and non-expendable items. The need for clear thinking in financial figures was brought out. If wish-

(Continued on page 8)

### Group Life—(From page 2)

pany's participation will depend on the amount of group life insurance business now done by each of them.

The OPEDA public service committee has considered this bill from the standpoint of how its enactment would affect OPEDA members and the Department's personnel generally. The following letter was submitted to the Senate Committee on Post Office and Civil Service as OPEDA's official position with respect to S. 3507.

June 11, 1954

Hon. Frank Carlson, Chairman  
Committee on Post Office and Civil  
Service

United States Senate  
Dear Senator Carlson:

We regret that we are unable to appear in person to testify in behalf of the bill, S. 3507, "To authorize the Civil Service Commission to make available group life insurance for civilian officers and employees in the Federal Service, and for other purposes." We would appreciate having this letter placed in the record in lieu of oral testimony.

The Organization of Professional Employees of the Department of Agriculture have considered this bill carefully and wish to go on record as heartily endorsing it. We hope that action on it may be expedited so that the bill may be enacted into law during the present session.

This is a phase of personnel administration in which the Federal Government has lagged behind progressive private employers. Provision of such life insurance at reasonable cost will be an added factor, we believe, tending to stabilize the employment of professional, scientific, and administrative personnel in the Federal Service. We believe it will also make easier the recruiting of the most highly qualified personnel. It is very desirable that only highly qualified personnel be recruited for the programs of the Department which will be made possible by the proposed appropriations for this purpose.

It is our understanding that in private employment, the employer usually meets at least half the cost of such group insurance plans and in some instances the whole cost. If the Congress sees fit to do so, it is suggested that the insurance to be provided under S. 3507 be paid for on a matching basis by Government and employees. This would make the plan more attractive for younger employees, particularly those below age 30, who can obtain term insurance at or below the maximum figure shown in the bill from any of a number of substantial companies, with the privilege of keeping the insurance after they leave Federal employment.

Sincerely yours,  
C. O. Henderson, President  
Organization of Professional  
Employees of the Department  
of Agriculture

—Public Service Committee.

## Dr. Hilbert—(From page 7)

ful thinking is employed it can spell disaster.

## Marketing

So far as our school course was concerned, marketing deals with merchandising. A London economist is said to have stated that the future of the world lies in the hands of the American housewife. The feeling is that the American housewife who holds the pursestrings in the family will determine how much of industry's products will be purchases. If they are attractive and useful she will buy and thus become the key factor in expanding production.

## Business and Nation

This was probably the course that had the broadest implications and one that was most profound. The whole purpose was to point out the need for industry to work more closely with government; if industry does not pay more attention to the national problems, government will have to do it. This refers to such problems as unemployment, financing of public and private hospitals, graduate students, feeding and helping foreign peoples, etc. Many of the problems considered were really insoluble. At times we had the frustrated feeling of dealing with intangible problems.

## Conclusion

I can recommend this training highly; it is both broadening and stimulating. With the increased attention that is being devoted to administrative training and the shortage of top notch executives, it is hoped the Congress will provide the Executive Departments with the authority to polish off many of its administrators and supervisors by formal training at schools such as the Harvard Business School.

## Cong. Hope—(From page 5)

for the entire quantity of the commodity are in many cases determined by the price of the unwanted, unnecessary surplus."

Congressman Hope referred to the current trouble with surplus dairy products, and noted that "the over-all increase in the production of these products over the 10-year average is only 4 percent.

"I think we can and probably are over-emphasizing the problems connected with existing surpluses. These surpluses have practically all built up in less than two years time. They were caused by coincidence of extremely favorable production conditions in most parts of the world which has resulted in surpluses in excess of what can be absorbed through normal trade channels. Equally abnormal production conditions on the opposite side could reduce these surpluses just as rapidly as they have built up."

"As for existing surpluses," he said, "let us make the best possible use of them. Move what we can into normal channels of trade—sell for local currencies where that is feasible—barter for strategic minerals and use voluntary agencies to transport and deliver surplus foods directly to individuals who may be in need in friendly countries. Nor does this exclude distribution here at home of perishable commodities to public institutions and individuals unable to buy normally, such as those receiving old age assistance."

With reference to the "professional" touch in building a stronger agriculture, Congressman Hope told his audience that "it is needed now more than ever before because agriculture is confronted with problems more complex and technical than it has ever faced in the past, and because agriculture as an industry is split up into millions of widely scattered

individual segments, it must depend upon government to assume the responsibility for research and education and to furnish the professional personnel for that purpose. It can't be done any other way."

He congratulated this organization, he said, and its members on this 25th Anniversary. "In these times when there is criticism of government and government personnel I think it is well to have effective organizations which can speak for government employees and place their case before the public and Congress.

"I get letters criticizing government employees as a class. Especially those in Washington whom some people consider to be a particularly bad lot. Some suggest that we ought to start in and fire about half of all government employees and abolish their jobs. I usually answer letters like that by tactfully suggesting that since nine-tenths of the government employees work outside of Washington, I am wondering if the writers wouldn't like to start the housecleaning at home with the post office, the County Agent and many other local government offices. So far I haven't had any takers."

He concluded that, "for whatever it may be worth, I would like to go on record as saying that after 27 years in Washington during all of which time I have been in close touch with the employees of the executive branch of the government, I have reached the conclusion that there is no more honest, loyal, hard working, dedicated and able group in our nation than the career employees of the federal government. Of course, there are some who don't meet the high standards of the group as a whole but that would be true of any group one might select. What I have said in praise of Federal personnel goes especially for the employees of the Department of Agriculture for I know them better than any other group."

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of the U. S. Department of Agriculture  
P. O. Box 381 — Washington 4, D. C.

Date \_\_\_\_\_, 195\_\_\_\_

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V  
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